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THE CONFERENCE BULLETIN
OF THE
NATIONAL CONFERENCE
OF SOCIAL WORK

82 North High Street, Columbus, Ohio

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Treasurer: Charles C. Stillman, Columbus.
General Secretary and Editor of the Bulletin,
Howard R. Knight, Columbus, Ohio

APRIL, 1934

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SIXTY-FIRST ANNUAL MEETING
KANSAS CITY, MISSOURI

Plans are going steadily forward for the sixty-first annual meeting of the National Conference of Social Work and its Associate Groups to be

held in Kansas City, Missouri, May 20-26. Full details of the program, as far as they are now available, are published in Section 2 together with all necessary information regarding Headquarters, hotels, and so on.

The program at Kansas City marks a departure from the custom of a number of years. The Program Committee of the Conference has assumed full responsibility for a series of more or less related meetings to be held at nine o'clock each morning of Conference week. These programs have been organized under the general title of "Social Work in the New Deal". Printed copies of Mr. Bookman's address at the opening session on "The Federal Emergency Relief Administration" will be printed in advance of the Conference and available on Monday morning as background material for the nine o'clock meetings on Monday, Tuesday, and Wednesday of Conference week.

The General Sessions of the Conference have been planned with particular care this year. The Conference Dinner is being arranged to give honor and recognition to social workers who have gone into government service or have been in government service during the past few years and have done such outstanding work. Mr. Harry L. Hopkins, the Federal Relief Administrator, well known to social workers throughout the country, will be the speaker. Other special features are being planned. No one attending the meeting in Kansas City will want to miss the Conference Dinner. The President's reception will follow the Conference Dinner in the same building. This is a great social occasion of Conference week.

Mr. Hopkins, the Federal Relief Administrator, and his Assistant, Mr. Aubrey Williams, are planning two meetings during the week of the Conference particularly for Federal Emergency Relief Administration staff members. Taken all together the program promises to be one of the strongest in recent years.

THE PUGSLEY AWARD

Mr. Chester D. Pugsley of Peekskill, New York, has generously offered again the award of \$250.00 under the same conditions as last year. The award will be made to the person or persons professionally employed in social work who, in the judgment of the Editorial Committee, have presented at the National Conference of Social Work the paper or papers adjudged to have made the most important contribution to the subject matter of social work. The President of the National Conference, who is an ex-officio member of the Editorial Committee, is excluded in the eligibility to this award. All manuscripts presented before the General Sessions, Divisions, and the meetings arranged by the Program Committee this year will be considered by the Editorial Committee for this award. The announcement of the winner of the award will be made as soon as possible after the Editorial Committee meeting about the first of July.

The Conference appreciates the continued generosity of Mr. Pugsley in making possible this award.

A MODERN CITY IN A NOBLE SETTING!

Kansas City grew from the grass-roots. Its skyscrapers today are anchored far in that soil. Hundreds of thousands of people have gathered here. Industries have multiplied . . . Cultural advantages, too.

Kansas City was founded as a trading post where the trapper and hunter bartered furs to obtain the arms, ammunition, flour and other supplies needed for subsistence in the hard fare of early pioneering. Indians as well took their season's catch to the rude log stores and warehouses along the Missouri River waterfront near the juncture with the Kaw (or Kansas) River and there exchanged for the things they desired from the white man's stocks.

Today Kansas City stands essentially a commercial center. True, in recent years industry has taken a strong foothold. Modern factories of many types receive raw materials from the great West, adding some few items assembled from worldwide sources, and men and women convert those elements into the goods that civilized man uses. The finished products are distributed near and far, going, in fact, to all countries of the world. The business of distribution in bygone days developed Kansas City as the "Gateway to the Southwest". Increasing her trade range and adding the business founded on factory production Kansas City now is an inland city with an international commercial reach.

Kansas City spreads over a metropolitan area that divides a Siamese twin city—into the second largest city in Missouri, the nineteenth in the United States, and the largest city in Kansas. The two Kansas Citys, split by a state line, but held inseparable by community interest, embrace more than half a million population. Greater Kansas City, which includes a third member of the family name, North Kansas City, and a number of adjacent urban towns and districts exceeds 600,000 in population.

America's most fearless and sturdiest men and women were lured by the promises held forth by the new land to this middle west. It is no marvel that the West achieved in the span of one lifetime the historic development of converting a wilderness into a modern civilization. Without such man power on the job, the marvelous result would have been a failure.

So as the city and its territory have developed commercially, industrially, financially, agriculturally bringing it first among cities in manufacturing and distributing, it has developed culturally, educationally and socially. Kansas City is often referred to as a homey and hospitable place for resident, visitor or convention delegate. It truthfully is said of Kansas City: "It blends the culture of the East, the vision of the West, the energy of the North, and the hospitality of the South."

One of Kansas City's claims to fame exists in its noted Country Club district. This comprises 3,000 acres developed under close, well protected

restrictions. The entire district is developed according to topography instead of the checkerboard plan, with marvelous architectural control and landscape design. Throughout the district can be found parks, beautiful imported statuary, pavilions, gateways, lakes, bridle paths and other interesting features. Ward Parkway was named as one of the ten best examples of landscape architecture in America, by the city plan section of the American Institute of Architects.

Kansas City is mindful of its social and welfare activities. It has kept pace with the trends of the time and maintained a program that has been able to meet, during the recent years, the tremendous burden that has been cast upon it, with no one to blame.

Kansas City has a Council of Social Agencies, one of the first in the United States, which centers up all the programs and activities. It has a membership of 65 different organizations and agencies. The Kansas City Charities Fund is the city's agency for the caring for entirely or partially the finances of practically all the private social and welfare work. This year, Kansas City was one of the more fortunate cities in its annual campaign, and realized more than 87 per cent of its goal of \$1,313,000.

Being an inland city there are some social problems that do not present themselves; however there is a goodly representation of every kind of social work here. There are the family service agencies, child-caring agencies, homes for infants, boys and girls and the aged; agencies for the care of delinquents; health education and health agencies as Visiting Nurse Association, clinics and hospitals; neighborhood and settlement houses; home for unmarried mothers; Boys' Hotel and Club, Girls' Hotel; Y. W. C. A., special services for crippled children, work for the handicapped. Since there is no differentiation between color, race or creed in the Fund, one might term the situation in Kansas City as "one big happy family."

Each one of these agencies is anxiously waiting the coming of the National Conference of Social Work, and will be a committee of one to see that the visitors have what they want while in Kansas City.

During the leisure hours of a Conference, everyone desires to do something entirely different, that will afford him perfect relaxation. Kansas City will show you a good recreational time. The visitor will find numerous golf courses accessible and within a short range, and all the courses are credited with being among the best in the United States.

Kansas City has a chapter of practically every national luncheon club of the country. A weekly calendar of events at hotels and clubs is maintained, and this information will be ready for you.

Like any city, Kansas City has a fine group of downtown movies, and only a block or two from the hotels; there are various entertainments provided with something to meet the tastes of the men and women who come for the Conference.

The visitor who drives to Kansas City will be more than pleased with the variety of points of interest that are near Kansas City. There are places he has probably read and heard about for years. Being situated as the central point for the highways east, west, north and south, within an hour or two he is taken to these historical spots. There is Excelsior Springs, 27 miles northeast of Kansas City. This city is referred to as the "Karlsbad of America", and is one of America's most famous resorts, noted for its healing water and medicinal baths. One of the new U. S. Veterans' hospitals is here. Fort Leavenworth, Kansas, is the oldest government post in the West. Here is found Federal Disciplinary Barracks; Post Barracks, Federal Penitentiary; National Soldiers' Home, Kansas State Penitentiary at Lansing. Lawrence, Kansas, an hour's drive from Kansas City is the home of the University of Kansas, situated on Mount Oread, one of the most beautiful campus sites in America; also Haskell Institute, the largest Indian school in U. S.

Adjoining Kansas City on the east is Independence, famous in early Missouri history. Here is the beginning of the Sante Fe and Old Oregon trails, and home of the first courthouse west of the Mississippi, and is noted in early Latter Day Saints annals. There are numerous short drives out into the county and country that take one to such spots as Shawnee-Mission, the pioneer educational institution of the West, established by act of the Methodist Episcopal mission board of St. Louis in 1830 to teach the Shawnee tribe boys.

Kansas City was host to the National Conference of Social Work in 1918, the Forty-fifth Annual Meeting. This city has been most anxious for the return and has worked each year to be Conference City. This is our year, and Kansas City and all the neighboring territory welcomes the delegates and visitors from the north and south, east and west to take to the road in May to arrive here and make Kansas City your home for the week of May 20-26.

Elizabeth Sanborn.

CONFERENCE ELECTIONS

The official ballot for the election of officers and members of the Executive Committee will be mailed to all members of the Conference prior to April 1st. They will be mailed not only to members now entitled to vote but to all those who will become entitled to vote upon the payment of the membership fee. If you are unable to attend the meeting in Kansas City, send your ballot to the Conference office according to the instructions on the ballot. Ballots may also be

deposited at the voting booth at Conference Headquarters in Kansas City at the usual time for voting. The polls will close on Thursday, May 24th, at 5:00 P. M., and all ballots will be turned over to the Committee on Tellers.

Be sure to read all instructions regarding the marking of the ballot and to follow them carefully. Last year the largest number of ballots was cast in recent Conference history. However, several hundred ballots were invalidated because of incorrect marking. Take time to make your ballot count.

NOMINATIONS

The Committee on Nominations of the Conference, Mrs. Blanche LaDu, State Board of Control, Department of Institutions and Agencies, State Office Bldg., St. Paul, Minnesota, Chairman, earnestly desires to express the will of the membership of the Conference in its report to be rendered at Kansas City. To that end it is requested that each member of the Conference give serious thought to the choices for the offices of President, Vice-Presidents, and members of the Executive Committee to be nominated in Kansas City for election a year hence. It will be extremely helpful to the Committee if each member of the Conference will send his suggestions on the blank provided on page 11 directly to the Chairman of the Committee. The Conference belongs to its members. One of the privileges and responsibilities of membership is to advise your Committee on Nominations as to your wishes for officers and Executive Committee. Please give this matter thought now and send the blank for that purpose to the Chairman of the Committee at your earliest convenience.

INVITATIONS FOR 1936

Mr. Elwood Street, Community Chest, 223 Investment Bldg., Washington, D. C., Chairman of the Committee on Time and Place, would appreciate being advised as soon as possible of invitations that are to be presented at Kansas City. Communities planning to invite the Conference for 1936 can secure detailed information from the Conference office. The Committee on Time and Place will hold its first meeting on Monday, May 21st, at 4:00 P. M., at a place that will be announced in the first issue of the Conference Daily Bulletin in Kansas City. At this time all invitations will be heard and each local committee will be given an opportunity to fully present its claims. All invitations must be accompanied by the Information and Guarantee blank properly filled in and signed. Copies of this blank may be secured from the Conference office.

RECOMMENDATIONS OF THE PROGRAM COMMITTEE FOR THE REORGANIZATION OF THE PROGRAM

National Conference of Social Work
(As amended and adopted by the Executive Committee, January 7, 1934).

At its annual business meeting in Detroit last June, the National Conference of Social Work unanimously voted to instruct the Program Committee:

"to study carefully the whole divisional organization of the Conference, its weaknesses and its strengths, and to recommend to the Executive Committee such reorganization, changes or modifications of our permanent program organization as may seem desirable. The recommendations should be made not later than the January, 1934 meeting of the Executive Committee in order to allow ample time for their presentation through the Bulletin to the membership of the Conference for action at the annual meeting in Kansas City in 1934."

If we sense the opinion of the Conference membership correctly any plan of reorganization of the program structure should provide at least for the following characteristics:

A. Democratic control. The Conference constituency has as wide a variety of interests as social work itself. Most of these interests wish to find an opportunity of expression from time to time. No single small self-perpetuating group can for long arrange programs that will give proper opportunity for this expression. The program building mechanism must be sensitive to the expressed Conference needs for social work in all of its wide variety of interests. Hence the particular group responsible for program at any given time should be representative of the Conference membership as to function, geography, racial, and religious organization. It should be so constituted as to provide for (1) continuity of thought and action and (2) a certain proportion of new thinking and personnel. It should, in the main, be elected by the Conference membership or by their elected representatives (the Executive Committee).

B. Coordinated planning: The program should be the result of the coordinated thinking, planning, and action of the various groups responsible for program. Last year fifty-four different groups (Divisions, Associate and Special Groups) arranged programs. The only device for coordinating these programs was the Program Conferences held in October and January of each year. This device has worked reasonably well under our present organization. Its weak point is that it can influence programs only after Divisions have established tentative plans. Associate Groups, as a rule, wait until the Division programs are tentatively established before planning their programs. Real coordinated planning of program would provide for Division programs to be worked out in

accordance with plans developed from the beginning by all Division Committees working together.

C. Elasticity and ability to change. A most irritating weakness of the present program organization is the lack of power lodged anywhere to change the program structure, when desirable, either by addition or subtraction. The death rate of Divisions since their establishment (1917 for most of them) has been exactly zero and the voluntary reduction in number of meetings from the total number allowed has been very little higher. The pressure on time has been so great that new topics needing presentation and discussion can find no expression in the Conference program either because they are not within the scope of a Division or within the interest of a Division committee. The result has been that this material was lost to the program or found expression as a special group which at times has developed into an Associate Group. A new plan of organization of the program should provide for definite reconsideration of Divisions or sections, special committees and the like. Power should be lodged somewhere, probably in the Program Committee, to make changes at any time in order to adapt the program organization to the needs in any particular year without the necessity of formal vote by the Conference membership at an annual meeting or action by the Executive Committee.

D. Simplification. The present multiplicity of Divisions with their seeming duplication of interests is confusing to the attendant at the annual meeting. The existing Divisions have developed along topical, or organizational, and functional lines. Within the necessary time limits, there is no avoiding of wide spread conflict of interest. (During the past few years there has been very little duplication of content in the program). It is extremely difficult to center attention purposely on specially important topics or themes. The new organization ought to provide a structure simple enough to be easily understood and to have the minimum of conflicting interests. There is no perfect plan of organization but great improvements can be made on the present one.

E. Less strain on the brain and nerves. The great demand for fewer meetings is a direct result of the nervous and mental strain experienced by Conference attendants. The voluntary action of the Associate Groups in eliminating luncheon and dinner meetings during most of Conference week will greatly help this situation. A real reduction in Division meetings will also reduce the strain. A reduction in the length of meetings so as to allow a longer interval between the morning meetings will further reduce the strain. The new plan should definitely provide for radical reduction of strain and confusion.

Finally, we believe the new plan of program organization should accomplish two main objectives. First it should bring together various special interests around common functions in social work for conference and discussion of common

and related problems, techniques, goals, relationships, etc. Second, it should provide for presentation and discussion of topics of particular interest or importance that do not easily come within a functional classification. In this way the Conference can have a synthesizing influence and at the same time give adequate opportunity for a variety of needs, diversified interests and emergency problems. This may seem paradoxical but it is practical.

The Proposed Plan of Program Organization

A. Abolish all existing Divisions at the close of the Kansas City annual meeting. An attempt to patch up the existing set-up will probably create more difficulties than it will cure.

B. At the Kansas City meeting establish not less than three not more than six new sections on functional lines. The following are suggested for immediate organization.

- I. Social Case Work
- II. Social Group Work
- III. Community Organization
- IV. Social Action. (This should be generally defined as covering mobilization of public opinion, legislation and public administration.)

The scope of each such section will be fairly obvious. Finer definitions, if necessary, can be worked out from year to year.

The following functions or methods of social work, namely, Social Research, Social Work Interpretation, Professional Training and Standards should be considered in their relation to the four suggested above.

These sections will be the core of the program. Each section should be in charge of a section committee of not less than nine nor more than fifteen members with a Chairman, Vice-Chairman, and Secretary. The officers and one-third of the committee membership should be elected annually, the officers to serve for one year and subject to reelection for one year but not more. The committee members should serve for three years. So far as possible the various related professional groups shall have representation and no person should be a member of more than one section committee.

Election of section officers and committee members should be, as is the present practice in Divisions, by nomination of the Section and election by the Conference membership by majority vote. It is suggested, in order that more careful consideration be given to the nomination and election of section officers and committee members, that the same process of nomination a year in advance and election by mail ballot sent to all members of the Conference be adopted for Section committees as is now the case with the officers and Executive Committee of the Conference. Persons nominated for the offices or committees of Sections should either be members of the Conference or on the staff or boards of member agencies.

The chairmen of section committees should be members of the Conference Program Committee rather than at present members of the Executive Committee.

The number and scope of the sections should be reconsidered as a whole at least every five years and such changes as may seem desirable should be made upon the recommendation of the Program Committee, and by vote of the Conference. Changes in the scope, number of meetings, etc., of each Section should be made at any time upon the recommendation of the Program Committee, providing the Section Committee voluntarily agrees to such modifications.

At any annual meeting each Section should be limited to a maximum of six meetings, one of which might be used for a series of not more than five simultaneous group discussions.

C. Grant to the Conference Program Committee the power to establish either upon request or its own initiative as many Committees on Special Topics as may seem desirable and at the time establish their limitations as to number and character of meetings each year and the number of years they shall continue. This makes possible a wide variety of committee organization which can be adapted to the needs of the particular situation. It is extremely doubtful, if given this power, the Program Committee would find it desirable or necessary to provide for more than ten such committees holding an average of more than two meetings in any given year.

Let us compare the annual meeting of the Conference if organized as outlined above with the present set-up. Assuming that four Sections would be immediately established and each one use the maximum number of meetings allowed (including simultaneous group discussions), there would be a total of forty Section meetings. Assuming that the Program Committee should authorize ten committees, holding an average of two meetings each, it would add twenty more meetings, a grand total of sixty. Under the present set-up of Divisions, the grand total is 110. The proposed organization, therefore, reduces the possible number of meetings by nearly half. The same forces which now tend toward the actual use of less than the maximum would still exist (joint sessions, voluntary desire to concentrate interest, etc.). Certainly such a plan of organization would be more simple and elastic than now exists. By the process of election of committee members and officers, the control would be democratic. The proposed Sections would bring together various organizational and technical interests around common functions, problems, and relationships. The special committees would give ample opportunity for a variety of special interests and subject matter. The Program Committee would have the power within reasonable limits to modify, contract or expand the program structure as the situation might demand.

Centralized Planning and Leadership

In order for any organization to function efficiently, responsibility must be centralized and definite. Responsibility for the organization of the program would rest, in the proposed plan, with the Program Committee and coordination of the program plans, not only for the Conference as such but also for the Associate and Special Groups, would rest with the Program Conference.

The Program Committee, under the new plan, would consist of the present nine members (the President of the Conference, Chairman, the retiring President, and the General Secretary, ex-officio, and the six members, two elected each year by the Executive Committee for terms of three years) and the Chairman of new Sections. This would give a total membership of from thirteen to fifteen members of whom six would be continuing in office and from seven to nine would be new members each year. With the single exception of the General Secretary, the entire personnel changes over a period of three years.

The Program Committee would have all the powers and responsibilities now provided in the Constitution and By-Laws of the Conference and the added powers suggested above. It would bring into one effective group the leadership definitely responsible for program planning and making, and hence be in a position to not only make recommendations but carry them out.

The Program Conference would be composed of the Program Committee, which includes the Section chairmen, the Chairmen of all special committees established by the Program Committee, and the representatives of all Associate and Special Groups. At these two conferences, one in October and the other in January, program plans are presented and discussed, joint sessions arranged and supplementary and complementary programs provided. Duplication of subject matter is eliminated. The Program Conference considers the program as a whole and brings the Associate Groups definitely into the program planning process.

A Quadrennial Meeting of Different Character

Limitations of time and pressure of work ordinarily make it necessary to confine the annual meeting of the Conference to a single week. However, we suggest the consideration of a different type of annual meeting once every four years. In this year the annual meeting could be held on some university campus, equipped with ample dormitories and dining hall facilities, thus reducing the cost of living. The length of the meeting would be extended to three or possibly four weeks with the expectation that few people could stay all the way through but that they would be coming in and going home at intervals throughout the period. Probably not more than one-third of the

total attendance would be present at any given time. The program, instead of using a maximum of large meetings of the more formal character, could be broken down into a large variety of smaller discussion meetings, round tables, study groups, etc. Selective groups could be organized for a series of discussions, admission to others could be by application and still others wide open. Such groups could well be arranged either by Conference Section committees or by Associate Groups for their particular clientele. One-third of each day would be left free for recreation, personal conference, or quiet study. Associate Group meetings could be spread through the entire three weeks and thus avoid much of the present competition.

The possibilities of such a plan can only be hinted at here. We believe the idea is worth serious consideration.

We recommend that if some plan of reorganization as outlined above is adopted that it be regarded as a four year experiment. For purposes of immediate action, the Program Committee or the Executive Committee of the Conference could well appoint the Section committees for the first year (1935), and the process of election, etc., be operative thereafter—1936, 1937, 1938. If the suggestion of the longer meeting of different character to be held quadrennially receives approval, we recommend that it be scheduled for 1937. And it is further recommended that in 1938, in the light of the experience of the preceding years, the whole question of program organization be raised for such modification as may then seem wise.

CONFERENCE MEMBERSHIP

The National Conference of Social Work has been unusually fortunate in the past few years in the loyalty and support of its members. While, under the pressure of the depression, the membership has become somewhat smaller the outstanding fact is the large number of members who have retained their membership during these trying times. Now is the time to begin building up again. Many former members have let their memberships lapse. This is a good time to renew. There have been many people who have come into the field of social work who should come into the Conference family. If each present member of the Conference would constitute himself a committee of one to secure one new member of the Conference between now and the annual meeting, it would do much to strengthen the Conference. Information regarding the various classes of membership and a membership application blank are printed in Section 2 of the Bulletin on page 24. Why not show your interest in and loyalty to the Conference by securing one new member at once.

**PRESENT CONSTITUTIONAL REGULATIONS
FOR DIVISIONS
CONSTITUTION
Committees**

The Executive Committee shall consist of the President, the First Vice-President, and the Treasurer, ex-officio; the chairmen of all the Division Committees, ex-officio; and fifteen other members who shall be elected by the Conference, five each year for a term of three years; vacancies shall be filled in like manner. The Executive Committee shall hold all of the powers of the Conference between meetings, not otherwise reserved or delegated. It may enact rules supplementing the By-Laws and not in conflict with them. The President shall be the ex-officio chairman; five members shall constitute a quorum at all sessions of this committee.

BY-LAWS

Section 4, paragraph 2

Program Committee. There shall be a Program Committee which shall consist of the President-elect, the retiring President, the General Secretary, and six members, two to be elected each year by the Executive Committee of the Conference, for terms of three years.

The said Committee shall have the following functions:

(a) To receive suggestions from Conference members, various Division and Associate Group Committees, social workers, social agencies, and others interested, for subjects or speakers for the National Conference program.

(b) To canvass the social work field continuously, to discover material that could be used advantageously on the Conference program.

(c) To determine, from year to year, various major emphases for the program as a whole.

(d) To recommend to Division Committees subject matter or methods of presentation of subject matter for their meetings to be used at the discretion of the Division Committees.

(e) To arrange where desirable, more than a year in advance, for material to be prepared for the Conference program, either General Sessions or Divisions. Where such commitments are made for Division programs, such commitments are to be made only upon the request of the Division involved or with its hearty cooperation and consent, and for not more than two of the five meetings now allowed each division.

(f) To arrange the schedule for joint sessions of Divisions

(g) To have sole responsibility for the evening General Sessions programs.

(h) To establish such regulations as are needed from time to time for the control of the extent of the program as a whole.

(i) To provide adequate ways and means for active participation of Associate Groups in the construction of the program as a whole.

(j) To execute such other functions from time to time as may be assigned to it by the Executive Committee or the Conference membership.

(k) To arrange, with the approval of the Executive Committee, such consultations and other meetings as may be necessary to carry out its functions.

Divisions

(a) The programs of the Conference shall be grouped under Divisions, of which the following shall be continuous: (1) Children; (2) Delinquents and Correction; (3) Health; (4) The Family; (5) Industrial and Economic Problems; (6) Neighborhood and Community Life; (7) Mental Hygiene; (8) Organization of Social Forces; (9) Administration of Public Social Work.

**PROPOSED CONSTITUTIONAL REGULATIONS
FOR SECTIONS, ETC. AS RECOMMENDED
CONSTITUTION
Committees**

The Executive Committee shall consist of the President, the First Vice-President, and the Treasurer, ex-officio and fifteen other members who shall be elected by the Conference, five each year for a term of three years; vacancies shall be filled in like manner. The Executive Committee shall hold all of the powers of the Conference between meetings, not otherwise reserved or delegated. It may enact rules supplementing the By-Laws and not in conflict with them. The President shall be the ex-officio chairman; five members shall constitute a quorum at all sessions of this committee.

BY-LAWS

Section 4, paragraph 2.

Program Committee. There shall be a Program Committee which shall consist of the President-elect, the retiring President, the General Secretary, six members, two to be elected each year by the Executive Committee of the Conference, for terms of three years, and the chairmen of all continuous sections.

The said Committee shall have the following functions:

(a) To receive suggestions from Conference members, various Section, Special Topic, and Associate Group Committees, social workers, social agencies, and others interested, for subjects or speakers for the National Conference program.

(b) To canvass the social work field continuously, to discover material that could be used advantageously on the Conference program.

(c) To determine, from year to year, various major emphases for the program as a whole.

(d) To recommend to Section and Special Topic Committees subject matter or methods of presentation of subject matter for their meetings to be used at the discretion of the Section and Special Topic Committees.

(e) To arrange where desirable, more than a year in advance, for material to be prepared for the Conference Topic Committees. Where such commitments are made for Section programs, such commitments are to be made only upon the request of the Section involved or with its hearty cooperation and consent, and for not more than one-third of the number of sessions allowed at each annual meeting.

(f) To arrange the schedule for joint sessions of Sections.

(f) To have sole responsibility for the evening General Sessions programs.

(h) To establish such regulations as are needed from time to time for the control of the extent of the program as a whole.

(i) To provide adequate ways and means for active participation of Associate Groups in the construction of the program as a whole.

(j) To execute such other functions from time to time as may be assigned to it by the Executive Committee or the Conference membership.

(k) To arrange, with the approval of the Executive Committee, such consultations and other meetings as may be necessary to carry out its functions.

(l) To establish either upon its own initiation or upon request, such Committees on Special Topics as may be desirable. When establishing such Committees on Special Topics, the Program Committee shall also determine definitely the term of service of the Committee on a Special Topic and such other regulations as to frequency of meeting, number of sessions at any annual meeting and so forth as may be desirable.

Sections

(a) The programs of the Conference shall be grouped under Sections of which the following shall be continuous: (I) Social Case Work; (II) Social Group Work; (III) Community Organization; (IV) Social Action.*

*This should be generally defined as covering mobilization of public opinion, legislation and public administration.

(b) Other Divisions may be created for a period of one or more years by the Executive Committee or by the membership at the annual meeting, provided the proposal therefor shall have been first submitted to and acted upon by the Executive Committee.

(c) Each continuous Division shall be in charge of a committee of not less than nine persons, nominated by the Division members and elected at the annual business meeting of the Conference. One-third of the members of the Division Committee shall be elected each year to serve terms of three years each.

(d) Each other Division not continuous shall be in charge of a committee appointed by the Executive Committee, or if created by the membership, in such manner as the membership shall determine at the annual meeting.

(e) Each Division shall have power: (1) To arrange the annual Conference programs coming within its field, subject to the approval of the Executive Committee upon recommendation by the Conference Program Committee. (2) To arrange the annual business meeting of the Division and to provide for the nominations of officers and committee for the succeeding year.

(f) Each Division shall annually nominate a chairman to be elected at the annual business meeting of the Conference. The Division Committee shall each year elect a Division Secretary.

(g) Vacancies in the Division Committees shall be filled at the annual meeting in the same manner as the election of new members. Vacancies in the office of chairman or secretary between meetings shall be filled by the Division Committee, subject to the approval of the Conference Executive Committee.

(h) The Conference Executive Committee shall have general supervision over the work of all Division Committees with the final power to pass on all programs, in order to insure the harmonious conduct of all parts of the work.

Division Meetings

All meetings of the Conference except General Sessions shall be arranged so as to facilitate informal discussion. The chairman of Divisions shall preside at section meetings of their Divisions or shall appoint presiding officers in their stead.

COMMENTS

Executive Committee

It should be noted that under the proposed plan of reorganization, if adopted, the Executive Committee will be reduced from twenty-seven to fifteen members. It is quite possible that the Conference membership may wish to increase this number to twenty-one or more, in which case an amendment should be passed increasing the number annually elected from five to seven or more.

Committees on Special Topics

This rather clumsy title is used in the Amendment to include all special committees of limited duration appointed by the Program Committee or authorized by the membership. Each such committee would obviously have a specific title indicating its scope, i. e. Committee on Transients.

(b) Other Sections may be created for a period of one or more years by the Executive Committee or by the membership at the annual meeting provided the proposal therefor shall have been first submitted to and acted upon by the Executive Committee. All Sections shall be reconsidered by the Executive Committee at intervals of not more than five years and recommendations for such modifications as may be desirable presented at the annual meeting for action by the Conference membership.

(c) Each continuous section shall be in charge of a committee of not less than nine members nominated by the section members one year in advance and elected by the same method as the officers and Executive Committee of the Conference. One-third of the members of the Section Committee shall be elected each year to serve terms of three years each. Persons nominated for officers or Section committee members should so far as possible be members of the Conference or on the staff or board of member agencies. No person shall serve on more than one Section Committee. So far as possible, related professional groups shall have representation on Section Committees.

(d) Each other Section not continuous shall be in charge of a committee appointed by the Executive Committee, or if created by the membership, in such manner as the membership shall determine at the annual meeting.

(e) Each Section shall have power: (1) To arrange the annual Conference programs coming within its field, subject to the approval of the Executive Committee upon recommendation by the Conference Program Committee. (2) To arrange the annual business meeting of the Division and to provide for the nominations of officers and committee for the succeeding year.

(f) Each Section shall annually nominate one year in advance a chairman and vice-chairman to be elected by the same method as the officers and Executive Committee of the Conference. The Chairman may be reelected once. The Section Committee shall each year elect a Section Secretary.

(g) Vacancies in the Section Committee shall be filled at the annual meeting in the same manner as the election of new members. Vacancies in the office of chairman or secretary between meetings shall be filled by the Section Committee, subject to the approval of the Conference Executive Committee.

(h) The Conference Executive Committee shall have general supervision over the work of all Section Committees with the final power to pass on all programs, in order to insure the harmonious conduct of all parts of the work.

Section Meetings

All meetings of the Conference except General Sessions shall be arranged so as to facilitate informal discussion. The Chairmen of Sections shall preside at the meetings of their Sections or shall appoint presiding officers in their stead.

The Election of Section Officers and Committee Members

The proposed Amendments provide for the nomination and election of section officers and committee members by the same method as for the officers and Executive Committee of the Conference, namely, nomination one year in advance of election and election by mail ballot sent to all qualified members of the Conference. This would probably result in a more representative and carefully selected committee than the method now used.

To Get Started

If the plan of reorganization is adopted substantially as recommended, it will be necessary for the Conference membership to authorize either the Executive Committee or the Program Committee to organize the Section Committees for the first year. The elective process would become effective at the 1935 meeting in Montreal.

APPOINTMENT OF COMMITTEE ON THIRD INTERNATIONAL CONFERENCE OF SOCIAL WORK

At its meeting last fall the Executive Committee of the Conference authorized the President to appoint a Committee on the Third International Conference of Social Work. The National Conference of Social Work serves as the National Committee in the United States for the International Conference of Social Work. This special Committee on the International Conference carries on, under the direction of the Executive Committee, all of the functions of the National Committee for the United States for the International Conference. The Third International Conference of Social Work will probably be held in England in 1936. The Committee as appointed is as follows. Acceptances have not yet been received from all of the appointed members.

Chairman: Frank J. Bruno, Director, Department of Sociology, Washington University, St. Louis, Missouri.

Grace Abbott, Chief, Children's Bureau, United States Department of Labor, Washington, D. C.

Paul Beisser, General Secretary, Henry Watson Children's Aid Society, Baltimore, Maryland.

C. M. Bookman, Executive Secretary, Community Chest, Cincinnati, Ohio.

Ida M. Cannon, Chief, Social Service Department, Massachusetts General Hospital, Boston, Massachusetts.

Mollie Ray Carroll, University of Chicago Settlement, Chicago, Illinois.

Joanna C. Colcord, Director, Charity Organization Department, Russell Sage Foundation, New York City.

Michael M. Davis, Director, Medical Services, Julius Rosenwald Fund, Chicago, Illinois.

Karl de Schweinitz, Executive Secretary, Community Council of Philadelphia, Philadelphia, Pennsylvania.

James L. Fieser, Vice-Chairman, American National Red Cross, Washington, D. C.

Homer Folks, Secretary, State Charities Aid Association, New York City.

Mrs. John M. Glenn, President, Family Welfare Association of America, New York City.

William Hodson, Commissioner, City Department of Public Welfare, New York City.

Mary Hurlbutt, New York School of Social Work, New York City.

Maurice J. Karpf, Director, Training School for Jewish Social Work, New York City.

Paul U. Kellogg, Editor, The Survey and Survey Graphic, New York City.

Jacob Kepecs, Superintendent, Jewish Home Finding Society, Chicago, Illinois.

John A. Kingsbury, Secretary, Milbank Memorial Fund, New York City.

Porter R. Lee, Director, New York School of Social Work, New York City.

Katharine F. Lenroot, Assistant Chief, Children's Bureau, United States Department of Labor, Washington, D. C.

E. C. Lindeman, New York School of Social Work, New York City.

Leifur Magnusson, Director, Washington Office, International Labor Organization, Washington, D. C.

Bruce Mohler, Director, Bureau of Immigration, National Catholic Welfare Conference, Washington, D. C.

J. Prentice Murphy, General Secretary, Children's Bureau, Philadelphia, Pennsylvania.

Mrs. Emily Noble Plehn, Assistant Professor, Social Economics, University of California, Berkeley, California.

The Reverend John A. Ryan, Director, Department of Social Action, National Catholic Welfare Conference, Washington, D. C.

William F. Snow, M.D., General Director, American Social Hygiene Association, New York City.

Linton B. Swift, Executive Secretary, Family Welfare Association of America, New York City.

Frances Taussig, Executive Director, Jewish Social Service Association, New York City.

Katharine Tucker, Secretary and General Director, National Organization for Public Health Nursing, New York City.

Mary van Kleeck, Director, Department of Industrial Studies, Russell Sage Foundation, New York City.

George L. Warren, Director, International Migration Service, New York City.

Forrester B. Washington, Director, Atlanta School of Social Work, Atlanta, Georgia.

Walter M. West, Executive Director, American Association of Social Workers, New York City.

Howard R. Knight, Secretary.

KANSAS CITY WILL BE READY

The usual local committees to make arrangements for the annual meeting of the Conference have been appointed in Kansas City and are hard at work. Nothing is being overlooked that will make the sixty-first annual meeting pleasant and profitable. The committees are as follows:

C. Whit Pfeiffer, Secretary, Local Arrangements

William M. Symon, Secretary, Finance Committee

John D. Neal, Secretary, Headquarters Committee

Mrs. Rose Ohaus, Information Committee

Emma F. Adams, Registration Committee

O. H. Day, Booths Committee

Albert H. Jewell, Secretary, Halls and Meeting Places

Mrs. Eileen E. Sullivan, Secretary, Hotels and Housing

Mrs. E. T. Brigham, Secretary, Membership Committee

Catherine Jones, Secretary, Physical Equipment Committee

Mrs. Dick L. Chick, Secretary, Entertainment Committee.

Elizabeth Sanborn, Secretary, Publicity and Attendance Promotion

SUGGESTIONS FOR OFFICERS

Clip and mail in sealed envelope to Mrs. Blanche LaDu, State Board of Control, Department of Institutions and Agencies, State Office Building, St. Paul, Minnesota, Chairman, Committee on Nominations, National Conference of Social Work. (For list of present officers and members of Executive Committee see page 2.)

For Election in 1935

For President

Address _____

For First Vice-President

Address _____

For Second Vice-President

Address _____

For Third Vice-President

Address _____

For members of Executive Committee in order of preference, five to be elected for a term of three years

Name _____

Name _____

Address _____

Address _____

Name _____

Name _____

Address _____

Address _____

Name _____

Address _____

Suggestions made by

Name _____

Address _____

Social Work and the New Deal



Emergency Relief

Reconstruction for the Future

The New Leisure

The Changing Community Program



The Sixty-first Annual Meeting
National Conference of Social Work
and Associate Groups



Kansas City, Missouri

May 20-26, 1934